

Black Employment in Selected
Agencies of South Carolina

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INTRODUCTION

This is a report by the South Carolina Council on Human Relations dealing with the status of Negroes in the State of South Carolina. It is based on records of the South Carolina State Department of Labor, Statistics and Personnel, and on personal interviews.

We make no claim that this is in any way an exhaustive study. To the contrary, it represents only an initial compilation of facts and information of which the citizens of South Carolina need to be aware. It is offered to the hope that it will encourage others both within and without state government to initiate thorough analyses of the situation as well as the necessary remedial actions.

BLACK EMPLOYMENT
in
SELECTED AGENCIES OF SOUTH CAROLINA
STATE GOVERNMENT

A COMPARATIVE STUDY
RACE-SEX-SALARY

SOUTH CAROLINA COUNCIL ON HUMAN RELATIONS
MAY 7, 1971

PREPARED BY
RODNEY ALBERT & PAUL MATTHIAS

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	Black	85	181,533	2,651
	White	100	304,000	3,445
Beaufort	Black	75	40,306	5,513
	White	47	382,055	5,373
Barnwell	Black	27	103,281	3,093
	White	60	370,038	5,150
Beaufort	Black	41	187,614	3,573
	White	56	610,377	6,257
Beckley	Black	63	261,937	4,197
	White	136	607,426	5,650
Calhoun	Black	23	97,919	3,018
	White	30	353,708	6,647
Charleston	Black	113	445,433	3,901
	White	236	1,812,391	6,336
Cherokee	Black	13	51,282	3,343
	White	67	351,370	5,264
Cherokee	Black	35	151,564	4,143
	White	155	1,064,306	6,692
Chesterfield	Black	28	112,626	4,372
	White	103	1,273,333	6,665
Clarendon	Black	43	172,603	3,100
	White	79	647,826	5,409
Colleton	Black	32	128,791	3,002
	White	132	750,483	5,753

INTRODUCTION

This is a report by the South Carolina Council on Human Relations dealing with the status of black employment in selected agencies of South Carolina state government. The data for this document was obtained from records of the South Carolina State Personnel Division, questionnaires and personal interviews.

We make no claim that this is in any way an exhaustive study. To the contrary, it represents only an initial compilation of facts and information of which the citizens of South Carolina need to be aware. It is offered in the hope that it will encourage others both within and without state government to initiate thorough analyses of the situation as well as the necessary remedial actions.

TABLE I

STATE GOVERNMENT - EMPLOYEES
AND SALARIES IN EACH COUNTY BY RACE *

<u>County</u>	<u>Employees</u>	<u>Total Salary</u>	<u>Average Salary</u>
Abbeville	Black 28	107,987	3,856
	White 52	301,139	5,791
Aiken	Black 55	210,590	3,828
	White 121	722,142	5,968
Allendale	Black 21	83,449	3,973
	White 43	243,717	5,667
Anderson	Black 28	107,829	3,851
	White 166	904,080	5,446
Bamberg	Black 78	453,903	5,819
	White 47	262,058	5,575
Barnwell	Black 27	105,261	3,898
	White 60	370,088	6,168
Beaufort	Black 41	187,614	4,575
	White 96	610,277	6,357
Berkeley	Black 63	261,937	4,157
	White 138	807,426	5,850
Calhoun	Black 25	97,919	3,916
	White 50	332,388	6,647
Charleston	Black 113	446,483	3,951
	White 286	1,812,281	6,336
Cherokee	Black 13	51,292	3,945
	White 67	351,370	5,244
Chester	Black 38	151,564	4,146
	White 156	1,064,306	6,822
Chesterfield	Black 28	119,626	4,272
	White 192	1,278,333	6,657
Clarendon	Black 42	172,603	4,109
	White 79	447,886	5,669
Colleton	Black 33	128,791	3,902
	White 132	759,483	5,753

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County	Employees	Total Salary	Average Salary
Abbeville	Black 28 White 52	107,987 301,138	3,858 5,791
Aiken	Black 55 White 121	210,530 722,142	3,828 5,968
Allendale	Black 21 White 42	83,449 283,717	3,972 5,667
Anderson	Black 28 White 108	107,829 304,080	3,851 5,443
Bamberg	Black 78 White 47	452,908 382,058	5,819 5,575
Barnwell	Black 27 White 60	106,281 370,088	3,938 6,168
Beaufort	Black 41 White 96	187,614 610,277	4,575 6,357
Berkley	Black 63 White 138	221,937 807,426	4,157 5,850
Calhoun	Black 25 White 50	97,919 332,388	3,916 6,647
Charleston	Black 112 White 286	486,483 1,812,281	4,341 6,336
Cherokee	Black 13 White 87	51,292 351,370	3,945 5,344
Chester	Black 38 White 156	151,554 1,064,306	4,146 6,822
Chesterfield	Black 28 White 192	110,626 1,278,323	4,272 6,657
Clarendon	Black 42 White 79	172,503 447,886	4,109 5,669
Colleton	Black 23 White 132	128,701 759,482	3,902 5,752

McCormick	Black	29	109,159	3,764
	White	83	498,430	6,005
Marion	Black	25	93,501	3,740
	White	58	302,757	5,219
Marlboro	Black	39	148,298	3,802
	White	53	315,154	5,946
Newberry	Black	16	61,651	3,853
	White	94	583,503	6,207
Oconee	Black			
	White	145	768,127	5,297
Orangeburg	Black	62	250,446	4,039
	White	219	1,452,422	6,632
Pickens	Black	2	7,364	3,682
	White	129	694,198	5,381
Richland	Black	872	3,814,820	4,374
	White	4,194	31,506,739	7,512
Saluda	Black	12	43,848	3,654
	White	63	321,148	5,097
Spartanburg	Black	93	489,704	5,265
	White	385	2,455,577	6,378
Sumter	Black	57	221,184	3,880
	White	117	700,039	5,983
Union	Black	24	94,864	3,952
	White	76	444,133	5,843
Williamsburg	Black	64	243,726	3,808
	White	100	575,695	5,756
York	Black	58	229,973	3,965
	White	133	766,653	5,764
No Definite County	Black	0		
	White	20	218,000	10,900
TCTALS	Black	3,106	\$12,866,290	\$4,142
	White	10,684	\$70,100,759	\$6,561

*The information for this table was obtained from the State Personnel Division records dated October 2, 1970. It does not include data for all state agencies, including such large employers as the Department of Public Welfare, Department of Mental Health, Tax Commission and Employment Security Commission.

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TOTAL	Black	White	Black	White	Black	White
\$12,866,290	\$12,866,290	\$12,866,290	\$12,866,290	\$12,866,290	\$12,866,290	\$12,866,290
\$4,143	\$4,143	\$4,143	\$4,143	\$4,143	\$4,143	\$4,143
\$6,561	\$6,561	\$6,561	\$6,561	\$6,561	\$6,561	\$6,561
10,000	10,000	10,000	10,000	10,000	10,000	10,000
York	Black 38	White 133	Black 38	White 133	Black 38	White 133
Williamburg	Black 64	White 100	Black 64	White 100	Black 64	White 100
Union	Black 24	White 78	Black 24	White 78	Black 24	White 78
Sumter	Black 57	White 117	Black 57	White 117	Black 57	White 117
Spartanburg	Black 93	White 385	Black 93	White 385	Black 93	White 385
Saluda	Black 12	White 63	Black 12	White 63	Black 12	White 63
Richland	Black 873	White 194	Black 873	White 194	Black 873	White 194
Pickens	Black 2	White 129	Black 2	White 129	Black 2	White 129
Orangeburg	Black 63	White 219	Black 63	White 219	Black 63	White 219
Georgetown	Black 145	White 145	Black 145	White 145	Black 145	White 145
Newberry	Black 16	White 94	Black 16	White 94	Black 16	White 94
Marlboro	Black 39	White 53	Black 39	White 53	Black 39	White 53
Marion	Black 25	White 58	Black 25	White 58	Black 25	White 58
McCormick	Black 29	White 63	Black 29	White 63	Black 29	White 63

Darlington	Black	34	127,697	3,755
	White	74	423,590	5,724
Dillon	Black	30	116,991	3,899
	White	76	397,550	5,230
Dorchester	Black	297	1,150,586	3,874
	White	231	1,341,137	5,805
Edgefield	Black	23	87,580	3,807
	White	50	296,589	5,931
Fairfield	Black	38	153,606	4,042
	White	43	267,164	6,213
Florence	Black	100	390,380	3,903
	White	382	2,457,664	6,433
Georgetown	Black	36	148,396	4,122
	White	88	476,544	5,415
Greenville	Black	28	113,235	4,044
	White	406	2,572,708	6,336
Greenwood	Black	33	128,401	3,890
	White	160	1,129,921	7,062
Hampton	Black	23	94,246	4,097
	White	50	299,232	5,984
Horry	Black	17	68,188	4,011
	White	166	892,759	5,378
Jasper	Black	34	129,193	3,799
	White	47	250,899	5,338
Kershaw	Black	62	236,952	3,821
	White	109	700,932	6,430
Lancaster	Black	28	115,055	4,109
	White	80	452,363	5,654
Laurens	Black	259	998,449	3,855
	White	847	4,275,015	5,047
Lee	Black	36	135,894	3,774
	White	61	344,183	5,642
Lexington	Black	42	176,050	4,191
	White	260	1,652,960	6,357

Darlington	Black 34	127,697	3,755
	White 74	423,580	5,724
Dillon	Black 30	116,091	3,898
	White 78	397,550	5,230
Dorchester	Black 297	1,150,566	3,874
	White 231	1,341,137	5,605
Edgfield	Black 23	87,580	3,807
	White 50	290,589	5,931
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	White 43	267,164	6,212
Florence	Black 100	390,380	3,903
	White 382	2,467,684	6,433
Georgetown	Black 36	148,386	4,122
	White 88	476,514	6,415
Greenville	Black 38	113,335	4,044
	White 406	2,572,708	6,336
Greenwood	Black 32	128,401	3,890
	White 160	1,129,921	7,062
Hampton	Black 23	94,246	4,067
	White 50	290,232	5,584
Horry	Black 17	68,188	4,011
	White 166	892,759	5,378
Jasper	Black 34	120,193	3,799
	White 47	250,890	5,328
Kershaw	Black 62	236,952	3,821
	White 109	700,922	6,420
Lancaster	Black 25	115,055	4,109
	White 80	452,362	6,654
Laurens	Black 259	998,419	3,855
	White 847	4,275,015	6,017
Lee	Black 36	125,894	3,774
	White 61	344,182	5,642
Lexington	Black 42	178,050	4,191
	White 260	1,652,960	6,257

INTERPRETATION

An analysis of the data set forth in Table I shows that Blacks comprise 22.5% of the total work force in these state agencies but earn only 15.5% of the salaries paid out by them. When compared with the fact that Blacks comprised 45% of the working age population in South Carolina,* it is evident that they are neither being employed nor paid by the state government in proportion to their numbers.

The difference of \$2, 455 between the average salary paid to White and Black employees in these state agencies indicates that Black workers in general are assigned to the relatively low paying positions. Such jobs, principally those of common laborers and general service workers, usually require few, if any entry skills, and are often characterized by limited opportunity to advance through the ranks by virtue of experience and demonstrated ability. Traditionally considered by many as "Negro Jobs", these positions are still apparently viewed by many in places of authority in state government in just such a light. Such persons would seem to entertain the fallacious concept which maintains that Blacks are suited only for certain kinds of work and certain kinds of jobs are suitable only for Blacks.

*1960 Census - (Essential labor force 14 and over)

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*1960 Census - (Essential labor force 14 and over)

TABLE II

SELECTED STATE AGENCIES - EMPLOYEES
BY RACE AND SEX*

	Black		White	
	M	F	M	F
Agriculture Marketing Commission	6	0	26	7
Alcoholic Beverage Control Commission*	1	0	19	13
Attorney General*	0	0	18	9
Board of Bank Control Examining Division*	0	0	14	5
Childrens Bureau	0	2	0	18
Civil Defense Agency	1	0	21	7
Comptroller General's Office*	3	1	9	34
Department of Agriculture*	1	0	94	39
Department of Education*	89	3	494	224
Department of Labor	0	0	23	16
Department of Parks, Recreation & Tourism*	21	9	140	61
Division of General Services*	105	45	106	48
Educational Television Center*	14	1	128	34
Forestry Commission	2	0	385	125
Industrial Commission*	0	1	11	35
Insurance Department*	0	0	51	42
Interagency Council on Aging*	0	2	5	5
Judicial	1	0	13	23
Juvenile Corrections Reception and Evaluation	26	10	12	15
Planning and Grants	0	1	11	8
Probation, Parole and Pardon Board*	6	1	79	61
Public Service Commission*	1	0	45	17

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Alcoholic Beverage Control Commission*	1	0	19	13
Attorney General*	0	0	18	9
Board of Bank Control Examining Division*	0	0	14	5
Childrens Bureau	0	2	0	18
Civil Defense Agency	1	0	21	7
Comptroller General's Office*	3	1	9	34
Department of Agriculture*	1	0	84	39
Department of Education*	89	3	494	224
Department of Labor	0	0	23	18
Department of Parks, Recreation & Tourism*	21	9	140	61
Division of General Services*	105	45	108	48
Educational Television Center*	14	1	128	34
Forestry Commission	2	0	285	125
Industrial Commission*	0	1	11	35
Insurance Department*	0	0	51	42
Interagency Council on Aging*	0	2	5	5
Judicial	1	0	13	23
Juvenile Corrections Reception and Evaluation	28	10	12	15
Planning and Grants	0	1	11	8
Probation, Parole and Pardon Board*	6	1	79	61
Public Service Commission*	1	0	45	17

	Black		White	
	M	F	M	F
Secretary of State	0	0	4	11
State Board of Health-Central Office	16	26	156	280
State Board of Health-County Office	0	26	115	382
State Board of Juvenile Correction	1	0	7	6
State Development Board	1	0	26	17
State Highway Patrol*	4	0	665	0
State Law Enforcement Division*	4	0	87	13
Tax Commission**	2	1	334	219
TOTALS	305	129	3,098	1,774

*The information for this table was obtained from the State Personnel Division records dated October 2, 1970, and verification of its accuracy was requested from the agencies listed. In those instances where agencies provided corrected data, we have used their figures and indicated these agencies with an asterisk.

**Information on the Tax Commission did not appear in the State Personnel Division records which we used. The totals were provided upon request by the Tax Commission office.

INTERPRETATION

These thirty agencies were selected for consideration because, with a few exceptions, they represent fields of endeavor in state government which up until now have been open to Blacks only on a token level, if at all. This has been so even though the type of activities they engage in are in many instances of direct concern and interest to South Carolina's Black citizens. There are of course other agencies with records similar to many of these, however we have attempted only to provide a sampling in this study which sets forth the figures on less than one-third of the total number of state government agencies in South Carolina.

We believe this table speaks for itself. Perhaps the only comment we should make is that the low number of Black women employees in most of these agencies raises the question of sexual as well as racial discrimination.

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		M	F	M	F
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State Law Enforcement Division*		4	0	87	13
State Highway Patrol*		4	0	665	0
State Development Board		1	0	36	17
State Board of Juvenile Correction		1	0	7	6
State Board of Health-County Office		0	28	115	382
State Board of Health-Central Office		16	28	156	280
Secretary of State		0	0	4	11

RECOMMENDATIONS

On the basis of this initial look at employment practices and patterns in South Carolina state government, we submit the following for consideration:

1. The responsibility for maintaining personnel information on all state government employees should be vested in one central State Personnel Agency. It would appear that this is not now the case since the records from the State Personnel Division did not contain data on such agencies as the Department of Public Welfare and the Employment Security Commission.
2. This central State Personnel Agency should be required to prepare and issue as public information an annual report setting forth for each state agency the total number of employees, with breakdowns according to race, sex, grade or salary level, and the counties in which they are employed.
3. The Governor's Advisory Commission on Human Relations should on the basis of its evaluation of employment practices and employee utilization patterns in state government agencies prepare and implement a program of action which is calculated:
 - (a) to eliminate or neutralize all discriminatory barriers to equal employment; and
 - (b) to undo any patterns of minority underutilization which have been brought about by past discrimination.

Such a program should include an annual performance reporting to the citizens of South Carolina on all state government agencies, and should cite statistical progress since the previous year as well as set forth in narrative form what affirmative action has been taken in each instance with regard to the following guidelines:

RECRUITMENT

1. Maintain consistent continuing communication with Black schools, colleges, community agencies, community leaders, organizations, publications, and other sources affording contact with potential Black and minority applicants in the job area.
2. Inform all applicant sources, both generally and each time a specific request for referral is made, that Black applicants are welcome and that discrimination in referrals will not be tolerated.
3. Fully inform each Black applicant of the basis for all action taken on his or her application - Supply in detail the basis for rejection, including evaluation of tests and interviews. Suggest to rejected Black applicants possible methods for remedying disqualifying factors.
4. Invite Blacks to visit state government facilities; explain employment opportunities and the non-discriminatory policies of particular agencies.

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4. Invite Blacks to visit state government facilities; explain employment opportunities and the non-discriminatory policies of particular agencies.

5. Solicit cooperation of academic and technical schools to establish curricula which will provide Black candidates with the skills and education necessary to fulfill manpower requirements.

SELECTION

1. Take steps to assure that tests used for the purpose of selecting or placing applicants are demonstrated to be valid in forecasting the job performance of Black applicants.
2. Pending validation, discontinue or modify the use of tests, minimum academic achievement, or other hiring criteria which screen out a disproportionate number of Black applicants.
3. Make use of tests comprised of a sampling of work to be performed on the job.
4. Make increased use of the probationary period, affording an opportunity for on-the-job training and enabling the applicant's ability to be judged on the basis of job performance.

PLACEMENT AND PROMOTION

1. Make available to Black applicants and to present Black employees a complete description of positions for which they may be eligible to apply.
2. In the initial placement of newly hired employees, whenever possible place them in a position or area with low Black concentration.
3. Broaden job experience and facilitate transfer of Blacks by creating a system of temporary work experience assignments in other positions or areas of work.
4. Individually appraise the promotion potential and training needs of Black employees, and take action necessary to permit advancement.
5. Announce all position openings on a basis which bring them to the attention of all agencies and makes clear that Blacks are eligible and encouraged to apply.

DISCIPLINE

1. Formulate disciplinary standards and procedures in writing, and distribute them to all employees.
2. In case of proposed disciplinary action, inform the employee of the infraction alleged and afford an opportunity for rebuttal. If the rebuttal is unsatisfactory, clearly state the reasons why.

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FACILITIES

Assure that facilities, including all work related facilities and those used in employer-sponsored recreational or similar activities are not segregated, whether by official policy or by employee practice.

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